



RESOLUTION NO. 2025-212

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FARMERS BRANCH, TEXAS, AUTHORIZING A PROFESSIONAL SERVICES AGREEMENT FOR MASTER DRAINAGE STUDY SERVICES WITH KIMLEY-HORN AND ASSOCIATES, INC. IN AN AMOUNT NOT TO EXCEED \$302,500.00; AUTHORIZING NEGOTIATION AND EXECUTION BY THE CITY MANAGER; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, City staff has determined that a master drainage study of the existing hydrologic and hydraulic conditions for certain creeks and areas of concern is necessary to evaluate floodplain issues and at-risk structures and roadways (the “Master Drainage Study”); and

WHEREAS, City staff has received a scope of services and proposal from Kimley-Horn and Associates, Inc., for performing the Master Drainage Study; and

WHEREAS, the amount of total compensation to Kimley-Horn and Associates, Inc., for the Master Drainage Study will not exceed three hundred and two thousand five hundred dollars (\$302,500.00); and

WHEREAS, City staff proposes to enter into a professional services agreement with Kimley-Horn and Associates, Inc. in substantially the form attached hereto as Exhibit “A”; and

WHEREAS, the City Council has determined that the Master Drainage Study is in the best interest of the City, and the City Manager should be authorized to negotiate and enter into the professional services agreement.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FARMERS BRANCH, TEXAS, THAT:

SECTION 1. The City Council hereby authorizes the City Manager to negotiate the final terms and execute on behalf of the City of Farmers Branch a professional services agreement with Kimley-Horn and Associates, Inc., for the Master Drainage Study and associated services in an amount not to exceed \$302,500.00, in substantially the form attached hereto as Exhibit “A.”

SECTION 2. The City Manager has full authority to administer the above approved professional services agreement on behalf of the City including, but not limited to, approving change orders and amendments as the City Manager or designee may, from time to time, deem appropriate and necessary.

SECTION 3. This Resolution shall be effective immediately upon final passage.

**PASSED AND APPROVED BY THE CITY COUNCIL OF THE CITY OF FARMERS
BRANCH, TEXAS, THIS 18TH DAY OF NOVEMBER, 2025.**

ATTEST:

APPROVED:

Erin Flores, City Secretary

Terry Lynne, Mayor

APPROVED AS TO FORM:

Nicole A. Hamilton Corr, City Attorney

[ap.10.22.25]

PROFESSIONAL SERVICES AGREEMENT
Master Drainage Plan

This Professional Services Agreement (“Agreement”) is made by and between the City of Farmers Branch, Texas (“City”) and Kimley-Horn and Associates, Inc., a North Carolina corporation licensed in Texas (“Professional” or “Kimley-Horn”) (each a “Party” and collectively the “Parties”), acting by and through their authorized representatives.

RECITALS:

WHEREAS, City desires to engage the services of Professional as an independent contractor, and not as an employee, to provide the services described in Exhibit “A” (the “Scope of Services”) for a Master Drainage Plan (the “Project”) on the terms and conditions set forth in this Agreement; and

WHEREAS, Professional desires to render services for City on the terms and conditions set forth in this Agreement;

NOW THEREFORE, in exchange for the mutual covenants set forth herein, and other valuable consideration, the sufficiency and receipt of which are hereby acknowledged, the Parties agree as follows:

Article I
Term

1.1 This Agreement shall commence on the last date of execution hereof (“Effective Date”) and continue until completion of the services, unless sooner terminated as provided herein.

1.2 Either Party may terminate this Agreement by giving thirty (30) days prior written notice to the other Party. In the event of such termination, Professional shall deliver to City all finished and unfinished documents, data, studies, surveys, drawings, maps, models, reports, photographs, or other items prepared by Professional in connection with this Agreement. Professional shall be entitled to compensation for any services completed to the reasonable satisfaction of City in accordance with this Agreement prior to such termination.

Article II
Scope of Service

2.1 Professional shall perform the services in connection with the Project as set forth in Scope of Services. The Professional shall perform the services: (i) with the professional skill and care ordinarily provided by competent architects or engineers, as the case may be, practicing in the same or similar locality and under the same or similar circumstances and professional license; and (ii) as expeditiously as is prudent considering the ordinary professional skill and care of a competent architect or engineer, as the case may be.

2.2 The Parties acknowledge and agree that any and all opinions provided by Professional in connection with the Scope of Services represent the professional judgment of

Professional, in accordance with the professional standard of care applicable by law to the services performed hereunder.

2.3 Upon payment of all amounts due Professional hereunder, all materials and reports prepared by Professional in connection with this Agreement shall become the property of City. City shall have the right to publish, disclose, distribute, and otherwise use such materials and reports only for those purposes for which they were intended. Subject to the foregoing, Professional shall upon completion of the services, or earlier termination, provide City with reproductions of all drawings, materials, specification, reports, maps, and exhibits prepared by Professional pursuant to the Scope of Services.

Article III Schedule of Work

Professional agrees to complete the required services in accordance with the Project Schedule outlined in the Scope of Services.

Article IV Compensation and Method of Payment

4.1 Professional will be compensated in accordance with the payment schedule and amounts set forth in the Scope of Services, for an hourly/reimbursable not-to-exceed amount of Three Hundred and Two Thousand Five Hundred and No/100 Dollars (\$302,500.00). Unless otherwise provided herein, payment to Professional shall be monthly based on Professional's monthly progress report and the total amount of fee earned to date and the amount due and payable as of the current statement, in a form reasonably acceptable to City. City shall pay such monthly statements within thirty (30) days after receipt and City verification of the services and expenses unless otherwise provided herein. Notwithstanding the foregoing, City shall not be required to pay more than 90% of the total fee to be paid to Professional until all deliverables set forth in the Scope of Services have been completed and delivered to City.

4.2 Unless otherwise provided in the Scope of Services, Professional shall be responsible for all expenses related to the services provided pursuant to this Agreement including, but not limited to, travel, copying and facsimile charges, telephone, internet, and email charges.

4.3 City shall be required to pay interest in the amount of twelve percent (12%) per annum or the maximum rate allowed by law, whichever is less, on amounts set forth in invoices that are not in dispute and remain unpaid for more than thirty (30) days after City's receipt of the invoice for such services.

Article V Devotion of Time; Personnel; and Equipment

5.1 Professional shall devote such time as reasonably necessary for the satisfactory performance of the services under this Agreement. Should City require additional services not included under this Agreement, Professional shall make reasonable effort to provide such

additional services within the time schedule without decreasing the effectiveness of the performance of services required under this Agreement and shall be compensated for such additional services on a pre-approved lump sum basis, or as otherwise agreed between the Parties.

5.2 To the extent reasonably necessary for Professional to perform the services under this Agreement, Professional shall be authorized to engage the services of any agents, assistants, persons, or corporations that Professional may deem proper to aid or assist in the performance of the services under this Agreement. Professional shall provide written notice to and approval from City prior to engaging services not referenced in the Scope of Services. The cost of such personnel and assistance shall be included as part of the total compensation to be paid Professional hereunder and shall not otherwise be reimbursed by City unless provided differently herein.

5.3 Professional shall furnish the facilities, equipment, and personnel necessary to perform the services required under this Agreement unless otherwise provided herein.

5.4 Professional shall submit monthly progress reports and attend progress meetings as may be required by City from time to time based upon Project demands. Each progress report shall detail the work accomplished and special problems or delays experienced on the Project during the previous report period, and the planned work activities and special problems or delays anticipated for the next report period.

Article VI Miscellaneous

6.1 Entire Agreement. This Agreement constitutes the sole and only agreement between the Parties and supersedes any prior understandings written or oral agreements between the Parties with respect to this subject matter.

6.2 Assignment. Professional may not assign this Agreement without the prior written consent of City. In the event of an assignment by Professional to which City has consented, the assignee shall agree in writing with City to personally assume, perform, and be bound by all the covenants, and obligations contained in this Agreement.

6.3 Successors and Assigns. Subject to the provisions regarding assignment, this Agreement shall be binding on and inure to the benefit of the Parties to it and their respective heirs, executors, administrators, legal representatives, successors, and assigns.

6.4 Governing Law. The laws of the State of Texas shall govern this Agreement without regard to any conflict of law rules; and venue for any action concerning this Agreement shall be in the State District Court of Dallas County, Texas. The Parties agree to submit to the personal and subject matter jurisdiction of said court.

6.5 Amendments. This Agreement may be amended by the mutual written agreement of the Parties.

6.6 Severability. In the event any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions, and the Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained in it.

6.7 Independent Contractor. It is understood and agreed by and between the Parties that Professional, in satisfying the conditions of this Agreement, is acting independently, and that City assumes no responsibility or liabilities to any third party in connection with these actions. All services to be performed by Professional pursuant to this Agreement shall be in the capacity of an independent contractor, and not as an agent or employee of City. Professional shall supervise the performance of its services and shall be entitled to control the manner and means by which its services are to be performed, subject to the terms of this Agreement.

6.8 Notice. Any notice required or permitted to be delivered hereunder may be sent by (a) personal delivery, (b) certified or registered mail (in each case, return receipt requested, postage prepaid), (c) nationally recognized overnight courier (with all fees pre-paid), or (d) email of a pdf document containing the required notice. Such notice or document shall be deemed to be delivered or given, whether actually received or not, (i) when received if delivered or given in person, (ii) if sent by United States mail, three (3) business days after being deposited in the United States mail as set forth above, (iii) on the next business day after the day the notice or document is provided to a nationally recognized carrier to be delivered as set forth above, or (iv) if sent by email, the next business day. A confirmation of delivery report which reflects the time that the email was delivered to the recipient's last notified email address is prima facie evidence of its receipt by the recipient, unless the sender receives a delivery failure notification, indicating that the email has not been delivered to the recipient. All notices required by this Agreement shall be in writing and addressed to the parties at the addresses set forth below (or to such other address that may be designated by the receiving party from time to time, upon notice to all parties as provided in this section):

If intended for City, to:

Attn: Benjamin W. Williamson
City Manager
City of Farmers Branch, Texas
13000 William Dodson Parkway
Farmers Branch, Texas 75234
E: benjamin.williamson@farmersbranchtx.gov

With a copy to:

Attn: Director of Public Works
City of Farmers Branch, Texas
13000 William Dodson Pkwy
Farmers Branch, Texas 75234
E.
Ray.Silva-Reyes@farmersbranchtx.gov

With a copy to:

Attn: Nicole A. Hamilton Corr, City
Attorney
Wyatt Hamilton Findlay, PLLC
8080 N. Central Expressway,
Suite 1700, PMB 1017
Dallas, Texas 75206
E: nicole@whflegal.com

If intended for Professional:

Attn: _____

Kimley- Horn and Associates, Inc.
13455 Noel Road
Two Galleria Office Tower Suite 700
Dallas, Texas 75240
E: _____

6.9 Insurance.

- (a) Professional shall during the term hereof maintain in full force and effect the following insurance: (i) commercial general liability policy of insurance for bodily injury, death and property damage insuring against all claims, demands or actions relating to Professional’s performance of services pursuant to this Agreement with a minimum combined single limit of not less than \$1,000,000.00 per occurrence for injury to persons (including death), and for property damage; (ii) a policy of automobile liability insurance covering any vehicles owned and/or operated by Professional, its officers, agents, and employees, and used in the performance of this Agreement with policy limits of not less than \$500,000.00 combined single limit and aggregate for bodily injury and property damage; (iii) statutory Worker’s Compensation Insurance at the statutory limits and Employers Liability covering all of Professional’s employees involved in the provision of services under this Agreement with policy limit of not less than \$500,000.00; and (iv) Professional Liability covering negligent acts, errors and omissions in the performance of

professional services with policy limit of not less than \$2,000,000.00 per claim and \$2,000,000.00 in the aggregate.

- (b) All insurance shall be endorsed to provide the following provisions: (1) name City, its officers, and employees as additional insureds as to all applicable coverage with the exception of Workers Compensation Insurance and Professional Liability; (2) provide for a waiver of subrogation against the City for injuries, including death, property damage, or any other loss to the extent the same is covered by the proceeds of insurance, except for Professional Liability Insurance. A specific endorsement needs to be added to all policies, with a copy of the endorsement provided to the City that indicates the insurance company will provide to the City at least a thirty (30) day prior written notice for cancellation, non-renewal, and/or material changes of the policy. In the event the companies providing the required insurance are prohibited by law to provide any such specific endorsements, Professional shall provide at least thirty (30) days' prior written notice to the City of any cancellation, non-renewal and/or material changes to any of the policies of insurance.
- (c) All insurance companies providing the required insurance shall be authorized to transact business in Texas and rated at least "A" by AM Best or other equivalent rating service. All policies must be written on a primary basis, non-contributory with any other insurance coverage and/or self-insurance maintained by the City.
- (d) A certificate of insurance and copies of the policy endorsements evidencing the required insurance shall be submitted to the City prior to commencement of services. On every date of renewal of the requires insurance policies, Professional shall cause a certificate of insurance and policy endorsements to be issues evidencing the requires insurance herein and delivered to the City. In addition, the Professional shall within ten (10) business days after written request provide the City with certificates of insurance and policy endorsements for the insurance required herein.

6.10 Indemnification; Notice. CITY SHALL NOT BE LIABLE FOR ANY LOSS, DAMAGE, OR INJURY OF ANY KIND OR CHARACTER TO ANY PERSON OR PROPERTY ARISING FROM THE SERVICES OF PROFESSIONAL PURSUANT TO THIS AGREEMENT. PROFESSIONAL HEREBY WAIVES ALL CLAIMS AGAINST CITY, ITS OFFICERS, AGENTS AND EMPLOYEES (COLLECTIVELY REFERRED TO IN THIS SECTION AS "CITY INDEMNITEES") FOR DAMAGE TO ANY PROPERTY OR INJURY TO, OR DEATH OF, ANY PERSON ARISING AT ANY TIME AND FROM ANY CAUSE OTHER THAN THE NEGLIGENCE OR WILLFUL MISCONDUCT OF THE CITY INDEMNITEES. PROFESSIONAL AGREES TO INDEMNIFY AND SAVE HARMLESS THE CITY INDEMNITEES FROM AND AGAINST ANY AND ALL LIABILITIES, DAMAGES, CLAIMS, SUITS, COSTS (INCLUDING COURT COSTS, REASONABLE ATTORNEYS' FEES AND COSTS OF INVESTIGATION) AND ACTIONS OF ANY KIND BY REASON OF INJURY TO OR DEATH OF ANY PERSON OR DAMAGE TO OR LOSS OF PROPERTY TO THE EXTENT CAUSED BY THE NEGLIGENT PERFORMANCE OF SERVICES UNDER THIS AGREEMENT OR BY REASON OF ANY NEGLIGENT ACT OR OMISSION ON THE PART OF PROFESSIONAL, ITS OFFICERS, DIRECTORS, MANAGERS, EMPLOYEES, CONTRACTORS, SERVANTS, REPRESENTATIVES, CONSULTANTS, LICENSEES, SUCCESSORS OR PERMITTED ASSIGNS (EXCEPT WHEN SUCH LIABILITY, CLAIMS, SUITS, COSTS, INJURIES, DEATHS OR

DAMAGES ARISE FROM OR ARE ATTRIBUTED TO THE NEGLIGENCE OR WILLFUL MISCONDUCT OF A CITY INDEMNITEE, IN WHOLE OR IN PART, IN WHICH CASE PROFESSIONAL SHALL INDEMNIFY THE CITY INDEMNITEES TO THE EXTENT OR PROPORTION OF NEGLIGENCE ATTRIBUTED TO PROFESSIONAL, ITS OFFICERS, AGENTS, OR EMPLOYEES AS DETERMINED BY A COURT OR OTHER FORUM OF COMPETENT JURISDICTION).

Notices of Claim. Professional shall promptly advise City in writing of any claim or demand against the City, related to or arising out of Professional's acts or omissions under this Agreement and shall see to the investigation of such claims or demand at Professional's sole cost and expense; provided, that City, at its option and at its own expense, may participate in such investigation without relieving Professional of any of its obligations hereunder. Professional's obligations under this section shall not be limited to the limits of coverage of insurance maintained or required to be maintained under this Agreement.

THE PROVISIONS OF THIS SECTION SHALL SURVIVE EXPIRATION OR TERMINATION OF THIS AGREEMENT FOR A PERIOD OF FOUR (4) YEARS.

6.11 Counterparts. This Agreement may be executed by the Parties in separate counterparts, each of which when so executed and delivered shall be an original, but all such counterparts shall together constitute one and the same instrument. Each counterpart may consist of any number of copies hereof each signed by less than all, but together signed by all Parties.

6.12 Exhibits. The exhibits attached hereto are incorporated herein and made a part hereof for all purposes.

6.13 Survival of Covenants. Any of the representations, warranties, covenants, and obligations of the Parties, as well as any rights and benefits of the Parties, pertaining to a period of time following the termination of this Agreement shall survive termination.

6.14 Verifications by Professional. Professional's execution of this Agreement shall serve as its formal acknowledgement and written verification that:

(a) if the requirements of Subchapter J, Chapter 552, Government Code, apply to this Agreement and Professional agrees that the Agreement can be terminated if Professional knowingly or intentionally fails to comply with a requirement of that subchapter;

(b) pursuant to Texas Government Code Chapter 2271, that Professional's organization does not presently boycott Israel and will not boycott Israel during the term of this Agreement; and

(c) pursuant to Texas Government Code Chapter 2274, that Professional's organization does not current discriminate against firearm and ammunition industries and will not for the term of the contract. Discriminating means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with the firearm or ammunition industry or with a person or

entity doing business in the firearm or ammunition industry, but does not include an action made for ordinary business purposes.

[SIGNATURE PAGE FOLLOWS]

SIGNED AND AGREED this _____ day of _____, 2025.

CITY OF FARMERS BRANCH, TEXAS

By: _____
Ben Williamson, City Manager

APPROVED AS TO FORM:

Nicole A. Hamilton Corr, City Attorney
[ap.10.22.25]

SIGNED AND AGREED this _____ day of _____, 2025.

KIMLEY-HORN AND ASSOCIATES, INC.

By: _____

ATTEST:

By: _____

ATTACHMENT "A"

Scope of Services**Task 1 – Project Management**

This task includes providing project management related services for the project. The subtasks are described below.

- Prepare weekly or twice a month project updates;
- Prepare monthly invoicing;
- General internal and external communication and coordination;
- Prepare for and attend up to four (4) meetings with City staff, including one kickoff meeting;
- General quality control assurance and reviews; and
- This task is based upon an eight (8) month schedule. Approximately 130 hours are budgeted for this task.

Task 2 – Existing Conditions Evaluations

The Professional will perform an evaluation of the existing hydraulic conditions analysis for the creeks and localized area of concerns mentioned below.

- The Professional will prepare a hydrologic model of Maybrook Channel. The downstream limit of the hydrologic model will be the western property limits of the Dallas Christian College. Hydrologic parameters prepared in this model will utilize City of Farmer Branch drainage criteria that is current as of the date of this agreement. Peak flows resulting from the 100-year rainfall event will be determined from this hydrologic model.
- The City shall provide the Professional with existing hydrologic and hydraulic studies to rely upon for this Task. The City will provide the effective hydraulic model. No new hydrology will be prepared for the watershed, other than the Maybrook Channel hydrologic modeling prepared in this task.
- Professional will provide a summary of the evaluation of the existing conditions. The evaluation will summarize any floodplain issues, at-risk insurable structures, and inundated roadways along Rawhide Creek, Stream 6H1 (Winn Park/Midway), the Zone A upstream extents of Farmers Branch Creek and Maybrook Channel. The subject reaches of these creeks included in this analysis are shown in Figure 1. In addition, the Bee Street culvert crossing at Cooks Creek will be evaluated. These will be referred to as the “analyzed locations” for the remainder of this document. The summary of the existing condition evaluation will be included in the final document.
- A site visit of each of the analyzed locations will be conducted.
- A condition assessment of the subject reach of Maybrook Channel will be conducted. This will include a document that will be prepared that summarizes the visual observations as well as scoring of up to 30 locations along the channel that will include scoring associated with erosion, cracking, and functionality of the channel based on visual observations. The deliverable of this condition assessment includes a digital GIS shapefile version and hard copy version of the photo locations and photos, scoring values, and a summary of visual observations.
- A “hot spot” map will be developed showing the areas along the subject reaches of the creeks that may need improvements based upon a criterion set forth by the City.
- This task does not include the preparation of any construction plans.
- This task does not include developing any mitigation alternatives or Opinions of Probable Construction Costs (OPCCs).

- Approximately 300 hours are budgeted for this task.

Task 3 – Proposed Conditions Evaluations

- Meet with the City one (1) time to discuss specific projects to be prioritized. During the meeting, the results of Task 2 will be discussed.
- Develop up to two (2) conceptual mitigation alternatives for each of the 5 analyzed locations or creeks described in Task 2.1.
- The Professional will work with the City to evaluate and prioritize the project listing for a capital improvements list.
- The summary and OPCCs will be included in the final document.
- Prepare for and attend up to two (2) City Council meetings during the eight (8) month project schedule. This includes preparation of up to two (2) Powerpoint presentations.
- The Professional will coordinate with the City’s Municipal Drainage System Advisory Committee.
- The Professional will prepare a benefit cost analysis of up to five (5) projects.
- Approximately 350 hours are budgeted for this task.

Task 4 – Preparation of Final Document

- Meet with the City one time to discuss the general format of the final deliverable.
- Prepare an executive summary and supporting technical narrative to summarize the purpose, results, and recommendations. The narrative will be in an 8.5”x11” format.
- Exhibits and/or plans discussed in the sections above will be included and referenced in the final document. The effort to prepare these items are listed under their respective tasks.
- OPCCs discussed above will be included in the final document. The effort to prepare the OPCCs are listed under their respective tasks.
- The Professional will submit the draft final document (up to three copies) to the City for review and comment. The Professional will address up to two (2) rounds of City comments.
- After addressing the comments, the Professional will provide up to five (5) copies of the final document and an electronic pdf version.
- Approximately 100 hours are budgeted for this task.

Task 5 – Crossing Survey (As needed)

- If there is no geometry information available from the City for an existing crossing with the analyzed locations, the Professional will prepare a survey of up to fifteen culvert or bridge crossings. Data collected will include an AutoCAD drawing file summarizing the geometry information collected.

Information Provided by City

Professional shall be entitled to rely on the completeness and accuracy of all information provided by the City or the City's professionals or representatives. This information may include existing data such as hydrologic and hydraulic studies, design criteria, record drawings, storm water ordinances, LIDAR, GIS files, and platting information. The City will also provide comments on the draft final document.

Schedule of Rates and Expenses

Refer to Schedule 1.

Schedule of Rates and Expenses

Services under this agreement will be performed on a Task Order basis. The City will request services for each Task Order. The Professional will then prepare scope, fee and schedule as necessary to perform the services requested for each Task Order within 10 working days of the City’s request.

Each Task Order shall include Scope for Services as Attachment “A”. This scope will outline tasks required to complete the Task Order. For each task the scope shall include a detailed description of the task, outline any assumptions and list the required deliverables.

Each Task Order shall include Attachment “B” detailing the compensation for the Task Order Authorization. Compensation will be based upon hours agreed to by the City and the Professional for each Task Order Authorization. Compensation will be based on the Schedule of Rates of this agreement. The fee will include a listing of proposed reimbursable and sub-Professional cost for each Task Order. Compensation for each Task Order shall be based upon agreed upon not-to-exceed fee and paid via invoiced amount. For budgeting purposes, the following tasks and associated amounts are provided. The budgets can be reallocated upon approval by the City.

The Professional will perform the Scope of Services in Tasks 1 – 6 for the total budgeted not to exceed fee below.

<u>Cost Summary of Services (Hourly)</u>	
Task 1 Project Management	\$ 40,000
Task 2 Existing Conditions Evaluations	\$ 90,000
Task 3 Proposed Conditions Evaluations	\$ 105,000
Task 4 Preparation of Final Document	\$ 30,000
Task 5 Crossing Survey (As Needed)	\$ 37,500
Total Budgeted Fee	\$ 302,500

All permitting, applications, and similar project fees will be paid directly by the City.

Kimley-Horn and Associates, Inc.

Standard Rate Schedule

(Hourly Rate)

<i>Senior Professional II</i>	\$350 - \$385
<i>Senior Professional I</i>	\$265 - \$360
<i>Professional</i>	\$240 - \$300
<i>Senior Technical Support</i>	\$165 - \$285
<i>Technical Support</i>	\$130 - \$155
<i>Analyst</i>	\$170 - \$250
<i>Support Staff</i>	\$115 - \$ 150

Effective until December 31, 2025

[Remainder of page intentionally left blank]

**Figure 1:
Analysis Locations**

